


DEPARTMENT OF ENVIRONMENTAL QUALITY

 <p>Mitch Adelman Environmental manager Remediation and Redevelopment Division Jackson</p>	<p>“Shares information with staff; high standards while encouraging staff to be innovative; listens, considers, includes, and questions.”</p>
<p>PHOTO NOT AVAILABLE</p> <p>John Arevalo Environmental manager Geological and Land Management Division Gaylord</p>	<p>“Excellent work habits, includes his staff, makes excellent decisions, high values, excellent knowledge.”</p>
<p>PHOTO NOT AVAILABLE</p> <p>Phil Argiroff Licensed engineering manager Water Division Livonia</p>	<p>“Honest, down to earth, works very hard, manages others well, has high values; takes great pride in his work; fair, helpful and knowledgeable, not only as a supervisor but also as a mentor.”</p>
<p>PHOTO NOT AVAILABLE</p> <p>Dennis Armbruster Assistant Division Chief Air Quality Division Lansing</p>	<p>“Makes sound decisions, maintained positive professional work ethic despite most difficult circumstances, follow through on commitments, treats staff with respect; integrity, not pressured by politicians.”</p>
<p>PHOTO NOT AVAILABLE</p> <p>Larry AuBuchon Environmental manager Waste and Hazardous Materials Division Livonia</p>	<p>“Listens to employees’ concerns; very knowledgeable and pleasant; always does what is right, keeps everyone informed, will support staff on controversial issues.”</p>

DEPARTMENT OF ENVIRONMENTAL QUALITY



Bob Avery
Laboratory Science Manager
Environmental Science and Services
Division
Lansing

“Upgraded lab quality control and assurance to national and international standards, honest, a team player, a leader; committed to excellence.”

PHOTO NOT AVAILABLE

Larry Bean
Geologist
Waste and Hazardous Materials Division
Livonia

“Takes strong stands and sticks with them, hardworking, fair, and honest.”

PHOTO NOT AVAILABLE

Tim Benton
Environmental manager
Water Division
Lansing

“Works Saturdays and Sundays; very committed; honest, treats staff with respect and fairness, gives praise where praise is due.”



Peg Bostwick
Environmental quality specialist
Geological and Land Management
Division
Lansing

“Dedication, excellent work product, includes other staff, a nationally recognized expert in and passionate advocate for wetlands.”

DEPARTMENT OF ENVIRONMENTAL QUALITY

<p>PHOTO NOT AVAILABLE</p> <p>Patty Brandt Environmental quality specialist Remediation and Redevelopment Division Lansing</p>	<p>“Vigorous pursuit of high quality work, selfless efforts to assure work is complete and accurate, aggressive advocate of line staff input.”</p>
<p>PHOTO NOT AVAILABLE</p> <p>Patrick Brennan Environmental engineer Waste and Hazardous Materials Division Lansing</p>	<p>“Very knowledgeable in his area of expertise, willing to explain decisions for your understanding, honest, consistent hard worker.”</p>
 <p>Kathy Brewer Environmental quality analyst Water Division Bay City</p>	<p>“Exemplifies integrity, and really cares about environment; goes beyond all procedures to do more than is professionally required to regulate facilities and keep office morale going.”</p>
 <p>Brenda Brouillet Environmental manager Remediation and Redevelopment Division Bay City</p>	<p>“Always communicates her commitment to the environment and always does the right thing for the state, and to support her co-workers; listens to all views, articulates her decision, and stands behind it.”</p>

DEPARTMENT OF ENVIRONMENTAL QUALITY



Liz Browne
Environmental manager
Remediation and Redevelopment
Division
Lansing

“Dedication, composure. Strong accountability. Focused on decisions that are scientifically sound and technically accurate.”



George Bruchmann
Division Chief
Waste and Hazardous Materials Division
Lansing

“Demonstrates trust in staff, seeks input, fosters teamwork; listens attentively, polite, makes decisions with honesty, integrity, and courage.”

DEPARTMENT OF ENVIRONMENTAL QUALITY



Carol Brunner
Department manager
Waste and Hazardous Materials Division
Lansing

“Always open and honest; includes staff in process decisions, maintains high standard for herself, and pushes us to do our best; beyond reproach.”



Amy Butler
Division Chief
Environmental Science and Services
Division
Lansing

“Strong, overcame great odds, shows compassion with employees and others, intelligent, appreciates staff, perseveres.”

PHOTO NOT AVAILABLE

Lee Carter
Environmental manager
Waste and Hazardous Materials Division
Lansing

“Honest, integrity, always considers others’ opinions.”

DEPARTMENT OF ENVIRONMENTAL QUALITY

<p>PHOTO NOT AVAILABLE</p> <p>Ann Chevalier Environmental quality analyst Air Quality Division Lansing</p>	<p>“Includes everyone in meetings and decisions, does things correctly and with great integrity, willing to help anyone.”</p>
 <p>Thad Cleary Environmental quality specialist Water Division Lansing</p>	<p>“Worked very hard in program destroyed by reorganization to learn new things and get job done; routinely includes internal and external customers in decision-making.”</p>
<p>PHOTO NOT AVAILABLE</p> <p>Bill Creal Environmental manager Water Division Lansing</p>	<p>“Takes pride in doing more than necessary, looks to do things right, listens to all staff equally, and provides supportive atmosphere.”</p>
 <p>Mary Ellen Cromwell Assistant Division Chief Geological and Land Management Division Lansing</p>	<p>“Treats people as equals, always respectful, good role model for supervisor, always shows integrity and professionalism; thanks people for information provided.”</p>

DEPARTMENT OF ENVIRONMENTAL QUALITY

<p>PHOTO NOT AVAILABLE</p> <p>Catherine Cunningham Environmental manager Environmental Science and Services Division</p>	<p>“Dedicated, hard-working, excellent communicator, brings out best of those around her, knowledgeable about program, and supportive of staff.”</p>
<p>PHOTO NOT AVAILABLE</p> <p>Steve Cunningham Environmental quality specialist Remediation and Redevelopment Division Cadillac</p>	<p>“Very honest, a true leader; ethical, and a true concern for the environment; easy going with fellow workers but considerable competence.”</p>
 <p>Dan Dell Environmental manager Water Division Lansing</p>	<p>“An approachable supervisor with integrity, concern for others, and good understanding of his job.”</p>
<p>PHOTO NOT AVAILABLE</p> <p>Bill Duley Environmental quality analyst Remediation and Redevelopment Division Cadillac</p>	<p>“Dedicated, helpful, positive attitude.”</p>

DEPARTMENT OF ENVIRONMENTAL QUALITY



Karen Duling
Department manager
Water Division
Lansing

“Includes staff in decision-making, honest in dealings with staff, makes staff feel important, decisions are based on rules but reflect fairness; best supervisor I have had in over 20 years of state service.”

PHOTO NOT AVAILABLE

Greg Eagle
Office of Criminal Investigations
Bay City

“Values and includes everyone by e-mails, etc.; shares information and treats staff with integrity.”



Peg McComb-Elowski
Environmental manager
Geological and Land Management
Division
Lansing

“Exemplifies integrity and excellence by listening; works hard.”

DEPARTMENT OF ENVIRONMENTAL QUALITY

<p>PHOTO NOT AVAILABLE</p> <p>Ann Emington Geologist Remediation and Redevelopment Division Cadillac</p>	<p>“Integrity and sincerity in difficult program; good with public and very hard worker; pragmatic and a friend to all.”</p>
 <p>Susan Erickson Environmental manager Environmental Science and Services Division Lansing</p>	<p>“Takes an engaging, collaborative approach, appreciates and seeks input from staff,</p>
<p>PHOTO NOT AVAILABLE</p> <p>Laura Esman Environmental quality analyst Water Division Lansing</p>	<p>“Does what she says and works hard in an almost impossible situation.”</p>
 <p>Richard Falardeau Licensed engineering manager Water Division Lansing</p>	<p>“Very supportive of staff and values our input.”</p>

DEPARTMENT OF ENVIRONMENTAL QUALITY



Dennis Fedewa
Chief
Financial and Business Services
Division
Lansing

“Very supportive, recognizes staff, includes staff in what is going on.”



Bryce Feighner
Environmental manager
Water Division
Livonia

“Fair, sacrifices for common good, ethical; empowers co-workers, willing to listen, integrity is unmatched, courageous, excels in many ways, does the right thing even when not politically popular; tireless worker.”

PHOTO NOT AVAILABLE

Lynn Fiedler
Engineering manager
Air Quality Division
Lansing

“Works hard, is fair, compliments staff, creative and open to new ideas, intelligent, takes responsibility for actions of staff.”

DEPARTMENT OF ENVIRONMENTAL QUALITY



John Fiero

Licensed engineering manager
Water Division
Lansing

“Excellent communicator, great trainer, treats public in professional manner, very knowledgeable.”



Mark Fife

Environmental quality specialist
Water Division
Lansing

“Open door policy, honest and always upholds regs and program decision even when not popular, expresses appreciation of people of integrity, takes responsibility.”

DEPARTMENT OF ENVIRONMENTAL QUALITY



Hal Fitch
Division Manager
Geological and Land Management
Division
Lansing

“Treats everyone with respect, listens to all points of view, decisive, keeps emotions out of decision-making process; looks at facts, science, risks, impacts, and law to make decision.”

PHOTO NOT AVAILABLE

Craig Fitzner
Environmental manager
Air Quality Division
Lansing

“Fantastic manager, respects all, strives to project integrity, looks out for his workers.”



Terri Golla
Geologist
Remediation and Redevelopment
Division
Livonia

“Fair, respectful of others, dedicated, honest.”

DEPARTMENT OF ENVIRONMENTAL QUALITY



Mary Goodhall

Department analyst
Environmental Science and Services
Division

Lansing

“Excellent, sets high standards and delivers, works hard, stays enthusiastic when times are tough, practices teamwork and inclusion.”



Jan Graham

Department analyst
Waste and Hazardous Materials Division
Lansing

“Always ready to take time away from her work to help others; ‘can do’ attitude, listens, sense of humor, responsible, conscientious.”

PHOTO NOT AVAILABLE

Joe Haas

Environmental quality analyst
Geological and Land Management
Division

Bay City

“Always explains the wetland statute to public in a positive way; diplomatic manner and sense of humor helps diffuse many angry customers; a joy to work with; does his job well and always looks at what is lawful and best for the resource.”

DEPARTMENT OF ENVIRONMENTAL QUALITY



David Hamilton
Licensed Engineering Manager
Waste and Hazardous Materials Division
Lansing

“Asks for input, trusts staff and listens, excellent manager.”



Steve Harrington
Environmental quality analyst
Remediation and Redevelopment
Division
Upper Peninsula



“Asks for input, trusts staff and listens, excellent manager.”



Rick Henderson
Environmental manager
Geological and Land Management
Division
Cadillac

“Fairly and consistently administers program issues, seeks staff opinion on issues, never fails to listen objectively and fairly before making a decision, lives his personal moral beliefs; inspires staff and encourages excellence.”

DEPARTMENT OF ENVIRONMENTAL QUALITY

<p>PHOTO NOT AVAILABLE</p> <p>Gerard Heyt Environmental manager Remediation and Redevelopment Division Grand Rapids</p>	<p>“Always asks for staff opinion and listens; against all odds, he strives to improve working solutions for all of us; facilitates doing the right thing.”</p>
<p>PHOTO NOT AVAILABLE</p> <p>Doug Hill Environmental quality specialist Environmental Science and Services Division Lansing</p>	<p>“Always does what is right, considers all individuals and groups served, always looking for ways to improve.”</p>
 <p>Andy Hogarth Division Chief Remediation and Redevelopment Division Lansing</p>	<p>“Caring and proud of staff (and says so), respectful, communicates with many, great listener, extremely honest and trustworthy; encourages innovation, strives to think things through; one of our best all-time employees.”</p>
 <p>George Jackson Environmental manager Remediation and Redevelopment Division Lansing</p>	<p>“Strives for and recognizes excellence by working with each employee.”</p>

DEPARTMENT OF ENVIRONMENTAL QUALITY



Robert Jackson

Engineering manager
Environmental Science and Services
Division
Lansing

“Communicates well with staff, honest, supportive, dedicated, knowledgeable, understanding, trusts and supports his team.”

PHOTO NOT AVAILABLE

Jim Janiczek

Environmental manager
Water Division
Lansing

“Lets staff perform job without intrusive oversight, responds to issues quickly and effectively, good work ethic, open door policy for employees, tireless in getting information to superiors, to Legislature, and to staff. Technically well-versed, and treats staff with respect.”





Mark Jersin

Laboratory Scientist
Environmental Science and Services
Division
Lansing

“Does a great job, helps whenever needed, respectful to all, always thinking ahead.”

DEPARTMENT OF ENVIRONMENTAL QUALITY

<p>PHOTO NOT AVAILABLE</p> <p>Malhoul “Mike” Kadri Engineering Specialist Waste and Hazardous Materials Division Lansing</p>	<p>“Asks for staff input, shares information, respects others’ opinions, integrity is without question, takes pride in his work.”</p>
 <p>Teresa Kinder Environmental engineer Environmental Science and Services Division Lansing</p>	<p>“Excellent teamwork, flexible and takes into account the values of each team member, looks for ways to improve.”</p>
<p>PHOTO NOT AVAILABLE</p> <p>Lynne King Environmental quality analyst Waste and Hazardous Materials Division Livonia</p>	<p>“Dedicated, team player, strong sense of fairness and what is right.”</p>
 <p>Rhonda Klann Environmental quality specialist Remediation and Redevelopment Division Bay City</p>	<p>“Consistently puts forth extra effort to make sure right thing is done, very willing to offer help/explanation of how a problem could be solved.”</p>

DEPARTMENT OF ENVIRONMENTAL QUALITY



Diana Klemans
Environmental manager
Water Division
Lansing

“Communicates well, inclusive, decisive, and effective; strives to do the right thing; requires that issues be dealt with appropriately and professionally, and thanks staff when they do a good job.”

PHOTO NOT AVAILABLE

Jeff Korniski
Environmental engineer
Air Quality Division
Detroit

“Helpful to co-workers, knowledgeable, honest, hard-worker, great work product, unselfish, routinely turns down accrued vacation time in favor of work.”



Steve Lachance
Environmental quality specialist
Air Quality Division
Grand Rapids

“Hard-working, helpful, and honest; intelligent, helps others understand new concepts, willing to give up his own time, demonstrates excellence and integrity in everything he does.”

DEPARTMENT OF ENVIRONMENTAL QUALITY



Bill Larsen

Environmental quality specialist
Geological and Land Management
Division

Lansing

“Reasonable and knowledgeable; does not hesitate to take positions that are not popular; consistently good, open, and helpful.”



Lonnie Lee

Environmental manager
Waste and Hazardous Materials Division

Lansing

“Allows staff to do job without micro-management; keeps us informed on issues, considers staff opinions when making decisions.”

DEPARTMENT OF ENVIRONMENTAL QUALITY



Abby Leinbach
Environmental quality analyst
Remediation and Redevelopment
Division
Lansing

“Very hard-working, diligent, respectful to others.”

PHOTO NOT AVAILABLE

Dan Ling
Environmental Technical Supervisor
Air Quality Division
Lansing

“Wants everyone’s opinion, and the best work from everyone; created environment where inclusion is felt by all employees; maintains positive and responsible culture.”

PHOTO NOT AVAILABLE

Todd Losee
Environmental quality specialist
Geological and Land Management
Division
Lansing

“Dedication, excellent work product, includes other staff, brings integrity to all facets of program, considers contrary views in decision-making, intelligent.”

PHOTO NOT AVAILABLE

Lynelle Marolf
Assistant Division Chief
Remediation and Redevelopment
Division
Lansing

“Includes and listens to technical staff; personal knowledge is incredible; clearly defines her beliefs and honestly states them.”

PHOTO NOT AVAILABLE

Ben Mathews
Environmental quality analyst
Remediation and Redevelopment
Division
Livonia

“Friendly, willing to listen and explain, positive attitude.”

DEPARTMENT OF ENVIRONMENTAL QUALITY

PHOTO NOT AVAILABLE

Wilhemina “Mina” McLemore
Environmental manager
Air Quality Division
Detroit

“Always makes staff feel appreciated and respected, which encourages staff to accomplish more; exhibits integrity, inclusion, and excellence in the way she works with others; fair, listens to staff, supports staff thoroughly.”



Tim McGarry
Enforcement Coordinator
Lansing

“Strong sense of doing the right thing; treats all staff like equals.”



JoAnn Merrick
Senior Executive to the Director
Lansing

“Open, practical, and effective.”

DEPARTMENT OF ENVIRONMENTAL QUALITY



Dick Mikula
Environmental quality specialist
Water Division
Lansing

"Smart, honest, and has good sense of what is important."



Claudia Miller
Personnel Management Assistant
Office of Personnel Services
Lansing

"Sensitive to others, committed to doing job well."



Carrie Monosmith
Environmental manager
Air Quality Division
Jackson

"Honest and professional; allows staff freedom in decision-making; fights to get staff what they need to get the job done."

DEPARTMENT OF ENVIRONMENTAL QUALITY



De Montgomery
Environmental manager
Waste and Hazardous Materials Division
Lansing

“Excellent participatory manager, good role model as supervisor, very knowledgeable, inclusive, fair, responsible, productive, available for counsel; strives to get the right thing done.”



David O'Donnell
Environmental manager
Remediation and Redevelopment
Division
Kalamazoo

“Exemplifies integrity, inclusion, and excellence, through empowering staff, holding staff accountable for actions/ non-actions, treats all staff members as valued; intelligence, focus, clarity.”



Pete Ostlund
Environmental manager
Water Division
Lansing

“Encourages inclusion, honest and accountable, strives for perfection.”

DEPARTMENT OF ENVIRONMENTAL QUALITY



Rich Overmyer
Environmental manager
Water Division
Lansing

“Tries to meet problem head on, includes all people who are affected, seeks knowledge of whole situation and tried to come to respectful and complete decision.”

PHOTO NOT AVAILABLE

Carolyn Parker
Environmental engineer
Waste and Hazardous Materials Division
Livonia

“Hard-working, fair, honest, tries to achieve goals and high standards, did the work of three people for year and one-half.”



Becky Patrick
Department Specialist and FOIA
coordinator
Financial and Business Services
Division
Lansing

“Commitment, accuracy, quick wit, integrity.”

DEPARTMENT OF ENVIRONMENTAL QUALITY



Bonnie Pawlowske
Environmental quality analyst
Waste and Hazardous Materials Division
Livonia

“Dedicated, strong worker, strong team player;
fair and honest.”



Amy Peterson
Environmental quality specialist
Environmental Science and Services
Division
Lansing

“Works hard with high standards, committed to
program goals and serving the public fairly;
honest, aware of impacts to internal and
external customers, efficient and
straightforward.”

DEPARTMENT OF ENVIRONMENTAL QUALITY



Julia Pieper
Laboratory Scientist
Environmental Science and Services
Division
Lansing

“Work quality exudes excellence, always willing to assist others, good work ethic, knowledgeable.”

PHOTO NOT AVAILABLE

Bill Presson
Engineering manager
Air Quality Division
Lansing

“Excellent supervisor, willing to listen to different staff views, supportive, a ‘people person,’ willing to stand up and speak on issues with upper management, honest and moral, fair and consistent application of rules.”



Stanley “Skip” Pruss
Deputy Director
Lansing

“Excellent listener, clear values, demonstrates passion for protecting environment.”

DEPARTMENT OF ENVIRONMENTAL QUALITY



Kim Sakowski

Environmental quality analyst
Remediation and Redevelopment
Division

Lansing

“Honest, fair, hard-working, personable, efficient, seeks input.”

PHOTO NOT AVAILABLE

Judy Schaefer

Environmental quality specialist
Environmental Science and Services
Division

Lansing

“Asks for input, strives for excellence, goes above and beyond the call of duty, shares information, teaches with time and respect.”



Jack Schinderle

Environmental quality specialist
Waste and Hazardous Materials Division
Lansing

“Uncompromising commitment to environment, includes input from others on important decisions, represents relentless perfection of his work.”

DEPARTMENT OF ENVIRONMENTAL QUALITY



Rob Schmeling
Environmental manager
Waste and Hazardous Materials Division
Upper Peninsula

“Honest and consistent with regulated community.”

PHOTO NOT AVAILABLE

John Schroeder
Engineering manager
Air Quality Division
Lansing

“Values staff, open to suggestions, positive, gets our diverse unit to work together.”

PHOTO NOT AVAILABLE

Teresa Seidel
Environmental manager
Air Quality Division
Livonia

“Involves staff in decision-making, tries to reach consensus even on difficult problems, supports staff training, takes strong stands and sticks with them, listens to staff and asks our opinion, empowers and encourages staff to do their best.”

DEPARTMENT OF ENVIRONMENTAL QUALITY



Bob Sills
Toxicology Specialist
Air Quality Division
Lansing

“Honest with public, shows true concern for their fears, and respects their opinions; dedicated, composed, and focused on scientifically sound decisions.”

PHOTO NOT AVAILABLE

Catherine Simon
Toxicology Manager
Air Quality Division
Lansing

“Respects all opinions, listens, applies her extensive knowledge and people skills to all work situations, encourages teamwork.”



Carol Smith
Laboratory Science Manager
Environmental Science and Services
Division
Lansing

“Excellent in her work and expects same of her staff; best employee the State could have, honest and direct with staff, excellent manager, encourages teamwork, takes care of staff.”

PHOTO NOT AVAILABLE

Jeffrey Spruit
Geologist
Remediation and Redevelopment
Division
Kalamazoo

“Ethical, empowers co-workers, fair, knowledgeable.”

DEPARTMENT OF ENVIRONMENTAL QUALITY



Kim Stephen
State Division Administrator
Office of Financial Management
Lansing

“Ethical, empowers co-workers, fair, knowledgeable.”



Jim Sygo
Deputy Director
Lansing

“Committed to excellence, very accessible, values individual views.”



Al Taylor
Geologist
Waste and Hazardous Materials Division
Lansing

“Dedicated and composed; focuses on decisions that are scientifically sound and technically accurate; strong accountability; thorough, great communicator, seeks fairness and shares credit.”

DEPARTMENT OF ENVIRONMENTAL QUALITY



Mary Beth Thelen
Executive Assistant to the Director
Lansing

“A shining star; professional and pleasant.”

PHOTO NOT AVAILABLE

Janice Tompkins
Environmental quality analyst
Water Division
Grand Rapids

“Exemplifies the department’s values daily; hard-working, honest, committed and passionate about the environment.”



Robert Wagner
Environmental manager
Remediation and Redevelopment
Division
Gaylord

“Unflinching integrity in quality of work, even when making unpopular decisions; always includes staff on decisions, encourages creative thinking.”

DEPARTMENT OF ENVIRONMENTAL QUALITY



Terry Walkington

Environmental manager
Waste and Hazardous Materials Division
Bay City

“Integrity; takes responsibility for and contributes to outcomes; open to internal and external customers; high but achievable standards for himself and others.”

PHOTO NOT AVAILABLE

Dave Walters

Environmental engineer
Water Division
Cadillac

“Produces high quality work; seeks input from others, facilitates consistency in decisions.”

PHOTO NOT AVAILABLE

Rhonda Zimmerman

Environmental manager
Waste and Hazardous Materials Division
Lansing

“Excellent supervisor, fair, encourages staff; great integrity and job performance.”